

F.Y.I.

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F.Y.I. is a publication of the Michigan Department of Corrections, Office of Public Information and Communications. Editor Gail Madziar.

DANIEL G. BODA, JR. OFFICER RECRUIT TRAINING CLASS GRADUATES

The Daniel G. Boda, Jr. Officer Recruit Training Class graduated 102 new corrections officers last week. The recruits will be assigned to facilities across the state.

The training class was named for 1991 MDOC and National Corrections Officer of the Year, Daniel G. Boda, Jr. who joined the department in 1967. He was assigned to a Youthful Trainee’s Camp where Pugsley Correctional Facility now stands.

In 1968 C/O Boda transferred to Camp Pellston where he remained throughout his career. While at Camp Pellston, Boda worked as a Corrections Officer, Prison Corporal, Resident Unit Officer and Sergeant until his retirement in 2001.

Director Patricia L. Caruso addressed the class calling on her experience working with Boda.

“Today’s class is named for an officer and



Director Patricia L. Caruso, Daniel G. Boda, Jr. and Ellen Boda

it’s rare that a training class is named for a C/O.” said Director Caruso. “Dan was a role model and a mentor—someone I could rely on and learn from.”

She also reminded the class that being a Corrections Officer is an important part of the public safety system and encouraged the new officers to draw a line between work and home.

“My congratulations to you and your families,” Caruso continued. “We are proud to

have you choose us.” This year’s Corrections Officer of the Year Eric Jones also expressed his appreciation to the class. He reminded them that they are now representing not only themselves, but the state of Michigan and the Department of Corrections. “It’s important to be professional, fair and consistent,” said Jones. “You have chosen a challenging and rewarding career and I hope it is long and enjoyable.”



**WITH DIRECTOR
PATRICIA L. CARUSO**

FYI: Why in these difficult budget times do upper level employees receive performance bonuses?

PC: That's a question I am asked quite often and there is a great deal of misinformation about the department's pay for performance system.

First let me explain that bonuses, which can provide a one-time lump sum payment to employees at the top of their pay level, are prohibited and have been prohibited since 2002.

However, there are 163 Group 4 and SES (Senior Executive Service) employees who are only eligible for salary adjustments based on performance. The Group 4 and SES employees include wardens, deputy wardens, deputy directors, regional administrators, regional prison administrators,

SEMAs (senior executive management assistants) and business managers among others.

These positions are not eligible for automatic step raises as other employees are.

So if they are not at the top of their pay level, they have no way to achieve a pay increase except through this system.

For three years (2002-2004) no one in this category received a salary adjustment other than the cost of living increase implemented each October 1 that all state employees receive.

While it's often referred to as a bonus, that is not really a good description of the system because, in simple terms, it is an adjustment to salary much like a step increase to employees not at the top

As I travel around the department, people often ask me common questions. From time to time I will address those questions in this FYI column.—Director Caruso

of their salary scale.

One additional difference in the case of Group 4 and SES employees, is that the increase has to be earned based on satisfactory completion of their performance factors. Plus if an employee in this category is at the top of their pay level, they are no longer eligible for the pay increase. Of the 163 Group 4 employees, 118 were eligible and 106 received increases in 2005.

The total increases paid to those staff in 2005 was \$201,775.

In addition, 42 SES employees are two-year limited contract employees. This means they each

have a contract that must be renewed every two years if they are to maintain their employment. Pay for performance first started in March 1996. In 2002, the DOC imposed its own restriction due to the \$55 million in cuts made to the DOC budget. During 2003 and 2004 Governor Granholm imposed a restriction and increases to these eligible employees were not issued.

For 2005, pay for performance was reinstated for those not at the top of their pay level. Bonuses have not been reinstated.

For more details refer to the Civil Service Compensation Plan at www.michigan.gov/mdcs.

2006 ARSENAL EXPOSITION SET FOR AUGUST 9 AND 10

The 2006 Arsenal Exposition is scheduled for August 9 and 10 from 9:00 until 4:00 at the Lee McCoy Gun Range in Jackson.

The expo is hosted by the Michigan Department of Corrections Ordnance Unit in conjunction with Michigan Police Equipment Company. Vendors will be available with the newest equipment for hands-on evaluations and critiques. Many demonstrations, lectures, and question and answer sessions are scheduled.

MDOC staff who are eligible to attend include: Wardens, Deputy Wardens, Assistant Deputy Wardens, Administrative Officers, Business Managers, Master Firearm Trainers, Arsenal Sergeants, ERT Commanders and Assistant Commanders, Inspectors, and any Field Operations Administration, Health Care, or facility designee who influences or authorizes purchases of products or equipment. Members of law enforcement are also welcome to attend.

There is no charge for the program but registration is required by July 26. For questions, please contact Ordnance Unit Manager Dan Verlin at verlindh@michigan.gov or call (517) 780-6040. To enroll, please e-mail frederam@michigan.gov.

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BARAGA WARDEN AND DEPUTY ANNOUNCED

Correctional Facilities Administration Deputy Director Dennis M. Straub has announced the selection of Greg McQuiggin as Warden of the Baraga Maximum Correctional Facility. McQuiggin previously served as Deputy Warden at Chippewa Correctional Facility. His appointment was effective June 18, 2006.

Linda Tribley is the new Deputy Warden at the Baraga Maximum Correctional Facility. Tribley has an extensive background in custody and since 1997 Deputy Warden Tribley held the position of Assistant Deputy Warden of Housing/Programs at the Newberry Correctional Facility. She began her new assignment on July 3.

F.Y.I.

FOURTH ANNUAL VALARIE RUSSELL AND SPECIAL OLYMPICS GOLF OUTING

The Fourth Annual Valarie Russell and Special Olympics Golf Outing is scheduled for August 11, 2006 at the Lakeland Hills Golf Course in Michigan Center. The four-person scramble has an 8:45 a.m. shotgun start.

Valarie Russell was a Personnel Management Assistant at the Cooper Street Correctional Facility. She was married and had one daughter (Emalee - now 17 yrs. old). On June 5, 2003, she was tragically murdered. As a result of the murder, Emalee was left to reside with her grandparents. Since that time her grandmother has also died. The golf outing is in Valarie's honor with half the proceeds going to support Emalee and half to Special Olympics.

Again this year, the outing includes the "Longest Drive" for both men and women, "Closest to the Pin" and other contests and prizes.

Cost is \$220 for a four-person team, (\$55 per person). This covers greens fees, cart, food, water/soda and your donation of \$26 to the Valarie Russell/Special Olympics Torch Run.

To sign up your four-person team, please contact one of the following people: Mike Stryzyewski at 517-780-5137; Tracy Crawford at 517-780-5144; Kevin Lindsey at 517-780-5635 or Kellie Dunham at 517-780-6012.

Registration deadline is Friday, August 4.

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PRISON BUILD AND HABITAT FOR HUMANITY HOST OPEN HOUSE

On July 13, 2006, Prison Build, Michigan manufacturers of five star energy products, and Battle Creek Habitat for Humanity will host an open house at the site of two completed, and one under construction, five star energy homes.

This past winter a group of industry, Habitat, and Michigan Prison Build people set in motion truly affordable housing plans. Thanks to the efforts of the Battle Creek Habitat for Humanity program, the plans boast the newest technology in energy conservation housing.

"We have invited all of the Habitat Affiliates, the vendors and state agency people that are involved in grants and research to an event from 9:00 until 3:00 at the site; 400 Jackson, Battle Creek. There will be short presentations at 10:30 and 1:00," said Mike Green, Prison Build. "We cordially invite corrections staff to attend as well."

F.Y.I.

A LETTER FROM YOUR FYI EDITOR

Dear Corrections Colleagues;

Your **F.Y.I.** is changing hands. It will continue to provide you with updates and information about the department and your co-workers, however, a new editor will be taking over soon.

July 7 is my last day with the Department of Corrections. After four years with the department, my career path has taken a new direction and I am moving on to a position in the private sector.

It has been a pleasure and a privilege to work with such a dedicated group of corrections professionals. You have taught me a tremendous amount, not only about corrections and your commitment to the department, but about the camaraderie typified by corrections staff. Your dedication to helping our communities is unsurpassed. My favorite **F.Y.I.** stories always include the fund-raising activities that highlight your commitment to helping friends, neighbors and folks in need.

The **F.Y.I.** is a team effort and your story contributions are a significant part of the publication. You have shown me endless patience with your willingness to teach and explain your challenging jobs, for which I am grateful. I am also confident that the flow of information from the director's office and within the department will only expand and improve with the efforts of your new **F.Y.I.** editor.

Good luck and warm regards,

Gail L. Madziar
F.Y.I. Editor

NEW DEPUTY WARDENS ANNOUNCED

Lee McRoberts has been appointed to the Deputy Warden position at the Parr Highway Correctional Facility. McRoberts comes to CFA from FOA/TRV.

Carol Vallie has been appointed to the Deputy Warden position at the Huron Valley Complex-Men. She is currently an ADW at Huron Valley Complex-Women.

Patricia Barnhart has been appointed to the Deputy Warden position at the Thumb Correctional Facility. Barnhart comes to CFA from FOA/Probation/Parole.

Cathy Bauman has been appointed to the Deputy Warden position at the Newberry Correctional Facility. Bauman is currently ADW of operations at Camp Cusino.

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MDOC PROMOTIONS THROUGH JUNE 17

May 7

ALDACO DANIEL
GAJEWSKI TAMMY L
GERARD DENNIS W
TROUTEN MICHAEL A
HEIKKINEN THOMAS M
HUGHES ANDREW L
ORLANDINO JOSEPH
SZOSTAK MELISSA
WOODWARD MICHAEL A
WEBERG MERRIANNE
MARINICH LEROY J
BARSCH ANN R
GARNER ELIZABETH M
GERBERDING LINDA L
CHAPMAN JENNIFER K
WHITTAKER RANDALL J
FEDEWA LORI M
PAGLIA SERGIO
ROTH DEBBIE L
HYDE CATRINA J
WARE MARILYN I
SIMON CYNTHIA M
BRIM LESLIE M
HORTON STEVEN E
OZUKWE CHARLES O
BANNISTER BRYAN K

DEPARTMENT TECH 8
ASSISTANT RESIDENT UNIT SUPV-1
ASSISTANT RESIDENT UNIT SUPV-1
CORRECTIONS RESIDENT REP
CORRECTIONS SHIFT SUPV-1
CORRECTIONS TRNSPRTATN OFCR-E
DEPARTMENTAL SPECIALIST-2
DEPARTMENTAL TECHNICIAN-E
DEPARTMENTAL TECHNICIAN-E
PAROLE/PROBATION OFFICER-E
PAROLE/PROBATION OFFICER-E
PERSONNEL MGT ANALYST TR-E
PHYSICAL PLANT SUPERVISOR-1
REGISTERED NURSE DIRECTOR-3
SECRETARY-E
SECRETARY-E
STATE TRANSITIONAL BA TECHNCN
STATE TRANSITIONAL PROFSNL-E
STATE TRANSITIONAL PROFSNL-E
STATE TRANSITIONAL PROFSNL-E
STOREKEEPER SUPERVISOR-1 5

CENTRAL OFFICE
BARAGA
BARAGA
HURON VALLEY
GUS HARRISON
PUGSLEY
MACOMB
SCOTT FACILITY
MOUND
MACOMB
BARAGA
ALGER MAX
MOUND FACILITY
ALGER MAX
FOA REGION I
FOA REGION I
CENTRAL OFFICE
MOUND FACILITY
JACKSON CN RGN
HANDLON
SOUTHERN MICH
RYAN FACILITY
EGELER FACILITY
RYAN FACILITY
EGELER FACILITY
HANDLON

May 21

BATHO ROBERT J
GOVERN FRED J
KEVERN STEVEN J
RITTER-HUNTER LESLIE
HILLIARD DIANNE T
TRACY AMY M
ANDERSON CAMERON
BARBER STEVEN M
DERUSHA LEON R
GIERKE JEFFREY W
JUDKINS STEVEN M
PETTIT STEVEN
RENO MARCELL P
WRIGHT GLENDA L
GALAROWIC JERRI L

ASSISTANT RESIDENT UNIT SUPV-1
ASSISTANT RESIDENT UNIT SUPV-1
ASSISTANT RESIDENT UNIT SUPV-1
ASSISTANT RESIDENT UNIT SUPV-1
CORRECTIONS PROGRAM COORD-A
CORRECTIONS PROGRAM COORD-E
CORRECTIONS SHIFT SUPV-1
DEPARTMENTAL TECHNICIAN-E

KINROSS
MARQUETTE
MARQUETTE
SCOTT
STANDISH MAX
BELLAMY CREEK
CHIPPEWA
IONIA MAX
CHIPPEWA
CHIPPEWA
IONIA MAX
IONIA MAX
SCOTT FACILITY
IONIA MAX
CHIPPEWA

MDOC PROMOTIONS THROUGH JUNE 17

SCHNELL ALANNA B
 REDMOND CNOLIA
 STEWART ANTHONY H
 WASHINGTON KELLY A
 ZACHARKO JAROD W
 BURNETTE LARRY D
 FYOCK LAUREL
 HEIKKILA SCOTT M
 MILLINER JOE D
 WOLFE LOUIE A
 GAY HEATHER M
 GREGURICH JAMES M
 LIZARDI YVELISE C

June 3

BENN ANDREW D

June 4

BENN ANDREW D
 YOUNG CHRISTOPHER J
 BARKLEY TODD
 BEAUCHAMP DONALD P
 EKDAHL RONALD K
 FRECHEN DOUGLAS S
 GRANSINGER GENE
 SAWYER FRANKLIN
 HAWKINS JOHN E
 BRYCE MICHAEL J
 ALLEN DENA M
 LAWSON MEASHELL L
 FORT JAMES E
 FUSHI EUGENE N
 HARTER LYLE W
 LEDUC LORI V
 CARLSON CHARLES J
 ESCH LEON J
 CASTILLO JAQUINE
 EASTMAN ROGER A
 HOWARD PRENTIS
 NICHOLSON BRIAN A
 RABY MARY K
 RIVARD JOSHUA M
 ROSS MITCHELL L
 SLACK DEAN A
 MCLEOD SUSAN L
 POWELL ANNETTE L

DEPARTMENTAL TECHNICIAN-E
 DEPUTY PRISON WARDEN-3
 DEPUTY PRISON WARDEN-3
 DEPUTY PRISON WARDEN-3
 FOOD SERVICES LEADER PRISONER
 RESIDENT UNIT OFFICER-E
 RESIDENT UNIT OFFICER-E-
 RESIDENT UNIT OFFICER-E
 RESIDENT UNIT OFFICER-E
 RESIDENT UNIT OFFICER-E
 SCHOOL PRINCIPAL-2
 STATE TRANSITIONAL PROFSNL-E-
 WORD PROCESSING ASSISTANT-A-

CORRECTIONS OFFICER-E

ASSISTANT RESIDENT UNIT SUPV-1
 ASSISTANT RESIDENT UNIT SUPV-1
 CORRECTIONS SHIFT SUPV-1-
 CORRECTIONS SHIFT SUPV-1-
 CORRECTIONS SHIFT SUPV-1
 CORRECTIONS SHIFT SUPV-1
 CORRECTIONS SHIFT SUPV-1
 CORRECTIONS SHIFT SUPV-1
 CORRECTIONS SHIFT SUPV-3
 CORRECTIONS TRNSPRTATN OFCR-E
 DEPARTMENTAL SPECIALIST-2
 DEPARTMENTAL TECHNICIAN-E
 FIRE SAFETY SUPERVISOR-2
 FIRE SAFETY SUPERVISOR-2
 FIRE SAFETY SUPERVISOR-2
 PAROLE/PROBATION OFFICER-E
 PERSONNEL MANAGEMENT ASST-E
 PHYSICAL PLANT SUPERVISOR-1
 RESIDENT UNIT OFFICER-E
 SECRETARY-A
 SECRETARY-E

NEWBERRY
 MACOMB
 RIVERSIDE
 MID-MICHIGAN
 MUSKEGON
 MARQUETTE
 OJIBWAY FACILITY
 OJIBWAY FACILITY
 MARQUETTE
 OJIBWAY FACILITY
 MACOMB
 CRANE FACILITY
 FOA REGION II

COOPER STREET

COOPER STREET
 PARNALL
 RIVERSIDE
 BARAGA FACILITY
 BARAGA FACILITY
 BARAGA FACILITY
 BARAGA FACILITY
 GUS HARRISON
 COOPER STREET
 STANDISH MAX
 CENTRAL OFFICE
 DEERFIELD
 CENTRAL OFFICE
 CENTRAL OFFICE
 CENTRAL OFFICE
 FOA REGION II
 CENTRAL OFFICE
 CARSON CITY
 MID-MICHIGAN
 IONIA MAXIMUM
 MID-MICHIGAN
 MID-MICHIGAN
 CRANE FACILITY
 OJIBWAY FACILITY
 MID-MICHIGAN
 IONIA MAX
 CHIPPEWA
 SOUTHERN MICH

SAI's CPL. LAURA PALMER RECEIVES AWARD



Cpl. Laura Palmer

Special Alternative Incarceration's Cpl. Laura Palmer, who is a TSgt in the Michigan Air National Guard, recently received the Department of Military and Veterans Affairs, Distinguished Service Medal for exceptional meritorious conduct.

On July 5, 2005, TSgt. Laura Palmer interceded in a potentially threatening situation.

While traveling with a friend in her vehicle in Battle Creek, TSgt Palmer noticed a girl frantically pounding on the door of a bank. The girl was trying to get away from a man who had started following her in his car while she walked home from school. The man clearly was quickly advancing to try to accost the girl, and she was attempting to find someone to help her.

Putting herself at great risk, TSgt Palmer quickly came to the girl's aid while her friend tried to get the vehicle's license number. Seeing the two coming to the girl's assistance, the man sped away. TSgt Palmer and her friend took the girl home and called police.

"Cpl. Palmer's training, exceptional alertness and fast action were instrumental in preventing a serious crime being committed against the young girl," said Warden Bruce Curtis. "Her actions reflect great credit on herself, the Air National Guard, and the Michigan Department of Corrections."

F.Y.I.

FOURTH ANNUAL RIC GOWARD MEMORIAL GOLF SCRAMBLE IS AUGUST 11

The Fourth Annual Ric Goward Memorial Golf Scramble will be held on Friday, August 11 at the North Star Golf Course located on US-27, five miles south of Ithaca.

The cost is \$55 per person or \$220 per team. Entry

fee includes dogs on the turn and steak dinner following play.

All proceeds will go to the family of Ric Goward. C/O Goward lost his life in 2003 while on active duty with the Michigan Army National Guard

in Iraq.

He left behind his wife and two young daughters.

The first 36 teams to register will play. To register or for more information, e-mail or phone (989) 681-6444; Gary Miniard

(ext. 7452), Steve Rivard (ext. 7101), Ray Sholtz (via-e-mail), Laura McCormick (ext. 7464) or Vicki McCabe (517-780-6583).

F.Y.I.

E-LEARNING PROMOTIONAL EVENT JULY 1-31

The beginning of summer also marks the beginning of the last quarter in the 2006 Training Year. During the month of July, we will be running our “end of the training year” e-learning contest.

The Distance Learning and Information Center has 56 NETg courses available covering a wide range of topics from writing effective e-mails to improving your memory and time management skills. Complete any of these courses with a passing score of 70% or better and your name will be entered into a drawing to receive prizes from our e-learning vendor Thomson/NETg.



To access the courses, click on the On-Line Training icon, then click on In-Service Training and click on any of the links under Other Menu Courses which is located on the bottom left of the In-Service Training page. Employees who do not have a current account can set up an account by contacting the Curriculum Unit via e-mail at MDOC-DTA-DISTANCE.

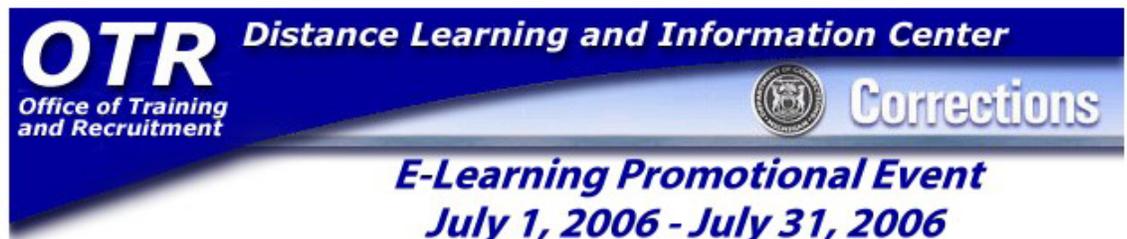
Registration information that is required to set up an account includes:

Name (first & last), Employee ID number, Department e-mail Address, Phone Number, Work Site (i.e Pugsley Correctional Facility, Chrysler District Probation)

To participate:

1. Successfully complete any NETg course.
2. Send an e-mail to MDOC-DTA-DISTANCE. Please indicate e-learning contest in the subject line of your e-mail and include your name, your work site, and the name of the course you completed.
3. The drawing will be held during the week of August 1, 2006.

The Grand Prize is a 2GB IPOD Nano



APPLY TO BE A 2006 LETR TRAVEL TEAM MEMBER

There's still a chance to apply for the 2006 DOC Law Enforcement Torch Run Travel Team. The team runs from Copper Harbor in the U.P. to Sterling Heights in the Detroit area. The week-long event will be held in September.

If you are interested in participating, contact Twyla Snow at snowts@michigan.gov or (517) 373-0287 by Friday, July 14. You must have approval of your warden or FOA/Central Office supervisor.

F.Y.I.

John Davids, Classification Director Carson City Correctional Facility, wins Blood Challenge drawing



Warden Bell and John Davids



John Davids gives blood at a recent blood drive.

John Davids was the winner of the State Employee Blood Challenge second quarter prize-drawing—two days at The Henry Ford in Dearborn. The package includes an overnight for two at the Dearborn Inn and a \$100 gift certificate for admission to the winner's choice of the Henry Ford Museum, Greenfield Village, IMAX Theater and the Ford Rouge Factory Tour.

“Donating blood is a service you can do that is painless and at no cost,” said Davids. “If you have the opportunity and are healthy enough to do it, you should give the time and blood.”

His name was placed in a quarterly drawing as a thank you from the Blood Challenge collection agencies for helping to save lives.

Davids has been donating since about 1995 and tries to donate quarterly when the Red Cross comes to the Carson City Correctional Facility. He has worked at the facility for 14 years and is in charge of organizing prisoner program needs, such as substance abuse, education and/or job responsibilities.

“I was surprised and excited when I heard that I was the drawing winner. I’m the father of four, and my wife and I don’t travel often,” said Davids. “The last time I was at Greenfield Village I was in the third or fourth grade on a field trip and I’ve never been to the Dearborn Inn, so it will be exciting.”

“My congratulations to John Davids, he is an outstanding example of our caring and concerned staff giving back to the community,” said Director Patricia L. Caruso. “I urge all corrections employees who are able to join in their area blood drive.”

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